

<b>BTS Comptabilité et Gestion</b>		<b>SESSION 2021</b>
Langue vivante étrangère : <b>Anglais</b> Epreuve orale obligatoire E12	Durée : 20 minutes de préparation, 20 minutes d'épreuve	Page 1/1

**Sujet n°18**

### **What can the Covid crisis teach us about gender equality?**

*The pandemic has blurred the boundaries between personal and work life, and this has disadvantaged some women.*

For many women, remote working has been disabling from a functional, developmental and wellbeing perspective. *Harvard Business Review* recently reported that, during the pandemic, women's jobs are 1.8 times more vulnerable compared to men's. Not surprising when you consider the burden of unpaid care, which increased during the pandemic, falls disproportionately on women.

What we do know is that gender balance can be key to corporate financial success. It is therefore vital that companies do not regress and instead use this time to listen and learn how to create a more gender-balanced culture, where women can function, flourish and remain. With that in mind, we set out to explore how Covid-19 had impacted people's work environment and what we could learn to rebuild better.

What we have learned is that the employer-employee relationship has changed for good. Remote working has introduced a feeling of e-presenteeism, and with that comes a greater responsibility for staff mental wellbeing. Caring responsibilities, isolation and a lack of boundaries between work and home has meant employees' health and wellbeing has been significantly challenged.

Women do an average of 75% of the world's unpaid care work and Covid-19 has disproportionately increased the amount of time women spend on domestic responsibilities, according to research by King's College London. Burnout is a real issue and could impact years of progress in gender diversity. There has been much talk of the benefits of soft skills, empathy and compassionate leadership in a corporate setting. The good news, according to our research, is that the pandemic seems to have accelerated this sentiment. The crisis therefore represents an opportunity - to continue to enable leadership that is more human and gender literate and that benefits everyone.

*Adapted from [www.peoplemanagement.co.uk](http://www.peoplemanagement.co.uk), 8 Dec 2020*